



RAJIV GANDHI NATIONAL UNIVERSITY OF LAW, PATIALA

CENTRE FOR ADVANCED STUDIES IN LABOUR WELFARE

ORGANISES

A TWO-CREDIT CERTIFICATE COURSE ON LABOUR CODES



JANUARY 2026-APRIL 2026



ONLINE



ABOUT RAJIV GANDHI NATIONAL UNIVERSITY OF LAW

Rajiv Gandhi National University of Law (RGNUL), Punjab, was established by the State Legislature of Punjab by passing the Rajiv Gandhi National University of Law, Punjab Act, 2006 (Punjab Act No. 12 of 2006). The Act established a national-level University of Law in the State of Punjab, thereby fulfilling the need for a Centre of Excellence in Legal Education in the modern era of globalisation and liberalisation.

The University acquired approval from the Bar Council of India (BCI) in July 2006. The University is also registered with the University Grants Commission (UGC), New Delhi, under Section 2(f) of the University Grants Commission Act, 1956. It has been declared fit to obtain a grant from the UGC under Section 12-B of the UGC Act, 1956. The University has been accredited with an 'A' grade by NAAC. RGNUL, Punjab, was granted autonomy under UGC Regulations, Clause 5 Dimensions of Autonomy for Category-II Universities in April 2018. The Ministry of Human Resource Development, Government of India, ranked RGNUL first amongst the cleanest Higher Educational Institutions in the Swachh Campus (2019) category of Government Residential Universities. RGNUL, Punjab, in recent years, has earned a coveted status as one of the top-ranking law teaching institutions in the Country. RGNUL, Punjab, offers a Five-year Integrated Course/Programme, an intensive LL.M., and an advanced PhD. Programme in the University. Over 1000 students receive state-of-the-art legal education in a well-furnished, fully developed residential campus that boasts all necessary infrastructure and human resources for the all-around growth of students.

The University is dedicated to providing holistic legal education and promoting quality research in law and allied disciplines. Over the years, it has addressed a wide range of contemporary social issues and has invested significant innovative thinking in its instructional and research programmes. Towards this, it always welcomes collaboration with reputable institutions and organisations to build a platform for the exchange of ideas on vexed social issues and problems confronting society.

ABOUT CASLW

The Centre for Advanced Studies in Labour Welfare (CASLW) was established by Rajiv Gandhi National University of Law, Punjab, in association with the International Justice Mission (IJM), an International Non-Governmental Organisation based in Washington, D.C., United States of America, on 1st September 2012. The Centre for Advanced Studies in Labour Welfare has been established to improve and strengthen the Labour Justice System in India. It strives to uphold and protect the rights of the labourers and their families, thereby ensuring them a life of human dignity.

OUR VISION

The basic aim of the Centre's establishment is to raise awareness about the welfare and empowerment of labourers. The Centre recognises the promotion and protection of human rights and human dignity of labourers. The Centre makes an effort to sensitise labourers about their rights, which are enshrined in the Constitution of India and other legislation. In addition, the Centre makes an effort to impart education to the children of labourers on the University campus and to make them aware of their fundamental right to education, thereby helping their parents realise their duty towards their children.

PAST ACTIVITIES

In an effort to further its vision of enhancing labour welfare and spreading awareness about it, CASLW has undertaken several research and non-research initiatives. Over the past years, CASLW has undertaken a project, Bidesiya, an initiative that delves into the importance of abolishing bonded labour and developing appropriate provisions. As part of the project, CASLW has actively collaborated with NGOs (Non-Governmental Organisations) working in the field in addition to their research efforts. These collaborations have enabled CASLW to experience firsthand the challenges faced by bound labourers, as well as the strategies used by various organisations to address this issue effectively. Apart from such research initiatives, CASLW, in the previous academic year, organised an Academic Discourse on Human Resource Law and Career Opportunities in Labour Welfare, a National Level Contract Drafting Competition in association with Devrev and the Legal Technology Journal, and a National Level Blog Writing Competition. Amidst these events, CASLW also offers a range of ongoing Podcast Series, along with 'Shram', a newsletter that covers topics related to labour benefits and employment.

RATIONALE OF TWO CREDIT COURSES ON LABOUR CODES

The recent notification for the implementation of new Labour codes, i.e., Industrial Relations Code, 2020, Social Security Code, 2020, Occupational Safety, Health and Working Conditions Code, 2020, and Code on Wages, 2019, has posed numerous challenges for small and medium-scale employers and others. Most entrepreneurs are in a dilemma about whether to follow labour laws or labour codes. Not only have the dynamics of thresholds of applicability been changed, but the new category of employment in the form of fixed-term employment, pro rata gratuity, quick commerce, ten-minute delivery, forty-eight hours work, etc, have caused a lot of misperceptions in the business environment.

Also, it is pertinent to note that, following the conversion of the office of inspector to that of facilitator, certain earlier compliances have been consolidated into a more cohesive legal framework. Following the report of the second commission on labour in 2002, 29 central labour laws were consolidated into four central labour codes in 2019 and 2020.

The present Course shall facilitate the transition of labour compliance from the erstwhile Acts to codes in a cohesive manner. The Industrial governance structure, anchored in the latest Labour codes, presents an untapped opportunity for early compliance-based intervention. Such an intervention will aim to strike a balance between legal compliance and the rights of the workforce. The course seeks to operationalise this potential through an integrated model of research, training, and policy intervention aimed at strengthening and equipping attendees to implement the new labour codes.

OBJECTIVES



- I. To develop an understanding of the new labour relations mechanism developed in the form of the Industrial Relations Code, 2020;
- II. To formalise the training and empowerment module to understand consolidated layered social security as provided in the latest code;
- III. To understand the horizontal working model for the understanding of code on wages and moderating variables of floor wages and implementation prototypes; and
- IV. To understand code on safety, health and working conditions for integrating employers and workmen/employees into the state's industrial ecosystem for responsive industrial accoutrements.



COURSE OUTLINE

- Mode of conduct : online on weekends, 4.30-6 pm on Saturdays and Sundays.
- Total number of instruction hours: 26+2 (examination and Group assignment)
- Minimum attendance requirements: 75%
- Mode of examination: online in MCQ mode
- Fees for the Course: Rs 1000/- (including GST)

Registration link: [Click here](#)

Payment link: [Click here](#)

DISTINGUISHED SPEAKERS



Dr Onkar Sharma Chief
Labour Commissioner
(Retd.) Government of India

- Instrumental in framing the National Labour Policy and drafting the Labour Codes (Labour Reforms).
- Former Chief Labour Commissioner of India, leading national labour administration and enforcement of wages, OSH, and social security.
- Convener, PM's Sectoral Innovation Council.
- Member, ILO Standards Review Mechanism.
- Champion of inclusive labour governance, advancing social security and welfare for unorganised, gig, platform workers.



Mr Ranjan Verma, Chief
Labour Commissioner
(Retd.), Government of India



Mr. Ankur Dalal
Chief Labour Commissioner,
Government of India



Prof. (Dr.) Ramya Patel,
Professor, Jawahar Lal
Nehru University, New Delhi



Prof. (Dr.) Anu Mehra,
Professor, Delhi University

ORGANISING TEAM



Professor (Dr.) Jai S. Singh
Vice-Chancellor
(Patron-in-Chief)



Dr. Ivneet Kaur Walia
Registrar (Officiating)
(Patron)

FACULTY COORDINATORS



Dr Shiva Satish Sharda
Assistant Professor of
Law



Dr Jaswinder Kaur
Assistant Professor
of Law



Dr Manpreet Kaur
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